

ISM Deficiency Corrective Action Builder

WAP	Work Authorization and Performance	GP-7	Operations Authorization
CMH	Control and Mitigation of Hazards	CF-4	Perform Work within Contr
		GP-5	Identification of Standards
		CF-3	Develop and Implement C
		GP-6	Hazard Controls Tailored to Work
HA	Hazard Analysis	CF-2	Analyze the Hazards and E
WPP	Work Planning and Prioritization	CF-1	Define Scope of Work
		GP-4	Balanced Priorities
RR	Roles and Responsibilities	GP-1	Line Management Respons
		GP-2	Clear Roles and Responsib
		GP-3	Competence Commensura
PMF	Performance Monitoring and Feedback	CF-5	Provide Feedback and Continuous Improvement

CASE ID: _____ **CASE DATE:** _____

Cause #	Cause Type	Cause Description	ISM Element	ISM Guiding Principle of Core Function	Relationship of cause to ISM CF or GP	Recommended Corrective Action
1	Direct	Eye splashed with chemical due to employee not wearing PPE.	WAP	GP-7: Operations Authorization	PPE required by authorization (jha and chsp). Employee has current jha and all training in jha is complete.	n/a
				CF-4: Perform Work within Controls	Work not performed within controls specified in work authorization. Safety splash goggle not worn where work authorization requires use.	n/a - see contributing and root causes
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2	Contrib	Chemical splash goggles were not available at the time and the experiment was behind schedule - the employee determined they couldn't wait on finding another set of goggles.	WPP	CF-1: Define Scope of Work	Scope of work defined in this lab's specific safety policy (transferring concentrated liquid corrosive requires chem splash goggle) and authorization for work.	n/a
				GP-4: Balanced Priorities	Scheduling and planning less than adequate. Planning did not include assurance that safety equipment was available and priority of completing task was placed above priority of using required safety equipment.	Revise authorization to reflect process for assuring safety equipment is available so that work will not be held up.
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3	Root	Work lead had seen employee performing same task without chem splash goggles several times previously without stopping the work and requiring the employee to don splash goggles.	RR	GP-1: Line Management Responsibility for Safety	Work lead had not previously rigorously enforced safety requirements specified for this task.	Division management to reinforce work lead and supervisor responsibility expectations (performance review).
				GP-2: Clear Roles and Responsibilities	Message to employee by work lead silence on splash goggle issue is that it was ok to not use splash goggles.	Supervisor to reinforce employee responsibility expectations (performance review / documented non-compliance).
				GP-3: Competence Commensurate with Responsibility	Employee was cognizant of requirements and was trained in the need and use of PPE. Consider other human performance factors at this point.	If concern is with competence, consider additional or re-training.
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